



## **Rubicon upgrades earnings guidance**

- FY08 EPS expected to increase close to 20% over FY07 proforma-**
- Dividend payment expected to commence based on FY08 interim result -**

27 November 2007

Rubicon Group Limited (ASX: RUB), one of the leading recruitment services companies in Australia and New Zealand, today announced an increase to earnings expectations for the 2008 financial year.

Rubicon now expects cash earnings per share for the 2008 financial year (excluding further acquisitions) to increase close to 20 per cent over proforma results for the 2007 financial year. Previous guidance was for a 10 per cent increase in cash earnings per share for the 2008 financial year (excluding further acquisitions).

Rubicon also confirmed it expects to commence paying a fully franked dividend in conjunction with the 2008 interim results. The Board has raised its dividend payout ratio to between 80 – 100 per cent of Net Profit After Tax, an increase from the previous payout ratio of between 50 – 70 per cent of NPAT.

Speaking at the company's Annual General Meeting, Chairman Rob Aitken said the outlook for Rubicon was positive.

"2007 has been an important year for Rubicon. The company has made good progress in executing its defined business growth strategies.

"The outlook for 2008 is positive and Rubicon will continue to expand through both organic and acquisitive growth. Conditions in the economy are likely to continue into the future, with continuing shortages of skilled people and strong demand for candidates.

"As a listed company Rubicon now has more financial flexibility to continue this successful strategy," he said.

Rubicon recently listed on the Australian Securities Exchange.

**- ends -**



***For further information***

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**About Rubicon**

Established in 2005, Rubicon operating companies bring together some of the best and most experienced people in the recruitment industry to offer search, selection, bulk recruitment, professional and support level contracting services and organizational development.

Rubicon operating companies are established organizations specializing in workforce solutions, recruitment and organizational development.

Each operating company possesses distinct competitive advantages including a strong business culture; integrity; specialist industry focus; excellent profitability, and solid growth prospects. The businesses are directed and staffed by industry professionals with extensive experience in their field.

For more information please visit [www.rubicorgroup.com.au](http://www.rubicorgroup.com.au)